

S4 Table. Individual Participant Characteristics

Study	Arm Name	Sample size	Mean (SD/Range)	% female	Ethnicity (%)	Type of Employee
Anderson, 2006[1]	Intervention	22	NR (NR)	72.7	Black (0), Hispanic (13.6), Caucasian (86.4)	Line Worker/Staff
	Control	21	NR (NR)	95	Black (4.7), Hispanic (9.6), Caucasian (85.7)	Line Worker/Staff
Barak, 1994[2]	Intervention (single group)	25	NR (22 - 55)	1	NR	Line Worker/Staff
Bingham, 2001[3]	Intervention	197	NR (NR)	49.2	Total sample: Caucasian (89), Other (8), Unspecified (3)	Line Worker/Staff; Supervisor/Middle management
	Control	319	NR (NR)	55.8	Total sample: Caucasian (89), Other (8), Unspecified (3)	Line Worker/Staff; Supervisor/Middle management
Ceravolo, 2012[4]	Intervention (single group)	4032	NR (NR)	NR	NR	Line worker/staff; Supervisor/middle management
Chipps, 2012[5]	Intervention (single group)	16	NR (NR)	94	Caucasian (81)	Line Worker/Staff
Dahlby, 2014[6]	Intervention (single group)	46	NR (NR)	NR	NR	Line Worker/Staff
Dompierre, 2008[7]	Intervention	103	NR (NR)	53	NR	Line worker/staff; Other (unspecified school staff)
	Control	39	NR (NR)	56	NR	Line worker/staff; Other (unspecified school staff)
Embree, 2013[8]	Intervention (single group)	135	NR (NR)	NR	NR	Line Worker/Staff
Frisbie, 2002[9]	Intervention (Group 1)	45	NR (NR)	46.7	Caucasian (30), Hispanic (9), African American (3), Asian (0), Other (1), Missing (0)	Line Worker/Staff; Supervisor/Middle management
	Intervention (Group 2)	43	NR (NR)	48.8	Caucasian (28), Hispanic (7), African American (4), Asian (1), Other (2), Missing (1)	Line Worker/Staff; Supervisor/Middle management
	Control	45	NR (NR)	55.6	Caucasian (19), Hispanic (20), African American (5), Asian (0), Other (1), Missing (0)	Line Worker/Staff; Supervisor/Middle management
Goldberg, 2007[10]	Intervention	129	27 (4)	45	NR	Line Worker/Staff; Supervisor/Middle management
	Control	105	27 (4)	45	NR	Line Worker/Staff; Supervisor/Middle management
Hoel,	Control	NR	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle

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2006[11]						management; Other (NR)
	Intervention (Group 1)	NR	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle management; Other (NR)
	Intervention (Group 2)	NR	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle management; Other (NR)
	Intervention (Group 3)	NR	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle management; Other (NR)
	Intervention (Group 4)	NR	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle management; Other (NR)
Hultman, 2012[12]	Intervention (single group)	104	26.5 (24 to 33)	38.4	NR	Other (4th year medical students from general surgery, surgical subspecialties, obstetrics/ gynaecology, and anaesthesia)
Keashly, 2009[13]	Intervention	NR	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle management
	Control	NR	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle management
Kennedy, 2010[14]	Intervention (single group)	26	NR (NR)	96.2	NR	Other (RNs who were students in a graduate nursing program)
Lansbury, 2014[15]	Intervention (Group 1)	272	NR (NR)	NR	NR	Other (NR)
	Intervention (Group 2)	270	NR (NR)	NR	NR	Other (NR)
	Intervention (Group 3)	234	NR (NR)	NR	NR	Other (NR)
	Intervention (Group 4)	300	NR (NR)	NR	NR	Other (NR)
	Intervention (Group 5)	296	NR (NR)	NR	NR	Other (NR)
	Intervention (Group 6)	300	NR (NR)	NR	NR	Other (NR)
Leiter, 2011[16]	Intervention	262	NR (NR)	Total sample: 86%	NR	Line Worker/Staff; Supervisor/Middle management
	Control	911	NR (NR)	Total sample: 86%	NR	Line Worker/Staff; Supervisor/Middle management
Leon-Perez, 2012[17]	Intervention (single group)	42	NR (NR)	NR	NR	Supervisor/Middle management

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Malette, 2011[18]	Intervention (Group 1)	33	NR (NR)	NR	NR	Line Worker/Staff
	Intervention (Group 2)	35	NR (NR)	NR	NR	Line Worker/Staff
	Intervention (Group 3)	31	NR (NR)	NR	NR	Line Worker/Staff
	Intervention (Group 4)	33	NR (NR)	NR	NR	Line Worker/Staff
	Control	32	NR (NR)	NR	NR	Line Worker/Staff
Meloni, 2011[19]	Intervention (single group)	NR	NR (NR)	NR	NR	Other (all hospital employees - unspecified)
Osatuke, 2009[20]	Intervention (Group 1)	899	NR (NR)	NR	NR	Line Worker/Staff
	Control	NR	NR (NR)	NR	NR	Line Worker/Staff
	Intervention (Group 2)	1295	NR (NR)	NR	NR	Line Worker/Staff
	Control	NR	NR (NR)	NR	NR	Line Worker/Staff
Pate, 2010[21]	Intervention (single group)	200	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle management; Executive/Upper management
Sanderson, 2014[22]	Intervention (single group)	108	NR (NR)	NR	NR	Line Worker/Staff; Supervisor/Middle management
Stagg, 2011[23]	Intervention (single group)	20	NR (NR)	1	NR	Line Worker/Staff

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